

Introduction

Council aims to be a leading organisation where everyone, regardless of gender, has equal opportunities and positive experiences.

This survey asks about your experiences, opportunities and barriers of being a man, woman or other gender while working at Monash Council. While it is acknowledged that gender is not limited to men and women, these two terms will be used throughout this survey.

Information from this survey will be used to inform a new strategy focusing on: supporting men and women's health, women in leadership, promoting equal and respectful relationships between men and women, and preventing violence against women.

This survey will take you 5-10 minutes. The survey is due before 19 December 2013.

The survey is completely anonymous and confidential. No individual responses can or will be identified.

To THANK YOU for completing this survey, at the end of the survey, you will be directed to an opportunity to go into the draw for a FREE box of Fruit and Vegetables from Berengarra school social enterprise.

General questions

***1. On what basis are you employed:**

- Part-time
- Casual
- Contract - Full time
- Contract - Part time
- Full-time

***2. What is your gender?**

- Other
- Female
- Male

***3. Were you born overseas?**

- Yes
- No

***4. What ethnicity do you identify with?**

- Australian
- Other (please specify)

***5. At home, do you speak a language other than English?**

- Yes
- No

***6. Do you have a disability?**

- Yes
- No

***7. How old are you?**

- 16-18
- 18-25
- 26-35
- 36-45
- 46-55
- 56-65
- 66-75
- 76-85
- 86+

***8. What division/directorate of Council do you work in?**

- Chief Executive Division
- City Development
- Community Development and Services
- Corporate Services
- Human Resources
- Infrastructure

***9. What level do you currently work at?**

- Band 1/2
- Band 3/4
- Band 5/6
- Band 7/8
- Manager or above
- Other

Other (please specify)

Your experience working at Monash Council

These questions ask you about your experience working in the City of Monash. A combination of multiple choice and open questions gives you the opportunity to share your view.

10. When thinking about the organisational environment at Monash Council, do you think gender impacts the way men and women work together? Please explain.

***11. In my area of work, I believe I am a leader.**

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

12. Please describe what being a leader means to you.

13. Do you think being a man or a woman impacts the types of jobs/ roles/ areas that people work in at the City of Monash? Please explain why.

14. During recruitment, do you think the applicant being a man or woman influences the decision making process?

- Hardly or not at all
- To a small degree
- To a moderate degree
- To a considerable degree
- To a very high degree
- Unsure

Your experiences continued...

***15. Do you feel supported to in your department use flexible work options (e.g. part-time, 48-52, job share, secondment, flexible start/finish times, etc)?**

- Hardly or not at all
- To a small degree
- To a moderate degree
- To a considerable degree
- To a very high degree
- Unsure

16. Briefly please describe why flexible work options are/are not used?

***17. Do you believe staff at Council with flexible working conditions have the same opportunities for promotion, training, job share, etc?**

- Hardly or not at all
- To a small degree
- To a moderate degree
- To a considerable degree
- To a very high degree
- Unsure

Your experiences continued...

18. Do you want to progress your career at Monash Council?

- Hardly or not at all
- To a small degree
- To a moderate degree
- To a considerable degree
- To a very high degree
- Unsure

19. Why do/don't you want develop your career at Monash Council?

*20. Do you feel supported to develop your work &/or career at Monash Council? (This could include: formal and informal training, acting in higher duties, secondment, coaching, role models, mentoring etc)

- Hardly or not at all
- To a small degree
- To a moderate degree
- To a considerable degree
- To a very high degree
- Unsure

21. Briefly please describe why you do or do not feel supported?

*22. Do you believe men and women have equal opportunities to develop their career at Monash Council?

- Hardly or not at all
- To a small degree
- To a moderate degree
- To a considerable degree
- To a very high degree
- Unsure

23. Why/why not?



Your experiences continued....

24. If any, what additional barriers regarding culture, language, religious, sexual preference, gender or disability, do you experience as a man/woman working at Monash Council?

25. Do you have any other comments or stories to share relating to being a man, woman or other gender working at Monash Council?

Generating Equality and Respect Program

***26. For me, the link between gender equity and the prevention of violence against women is:**

- Not clear at all
- Very unclear
- Unclear
- Somewhat clear
- Very clear

***27. Please tick how strongly you agree or disagree with the following:**

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree
Council should have a clear position statement that demonstrates commitment to GENDER EQUITY	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Council should have a clear position statement that demonstrates commitment to PREVENTING VIOLENCE AGAINST WOMEN	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Council is doing more than it was 12 months ago to promote gender equity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***28. Have you heard about the Generating Equality and Respect program?**

- Yes
- No

For further support or assistance contact the Women's Domestic Violence Crisis Service on 9322 3555 / 1800 015 188 or the Eastern Domestic Violence Service, 9259 4200 9am- 5pm, Monday- Friday. If you are in need of urgent police assistance call '000'.

Generating Equality and Respect

29. Where did you hear about it?

*30. I think Council's involvement in the Generating Equality and Respect program is:

- Very important
- Important
- Neither
- Unimportant
- Very unimportant

31. Can you recall the Generating Equality and Respect Program key message (e.g. as seen on posters, banners etc)? If yes, please write below.

Thank you for completing this survey

Thank you for completing this survey. Your answers are vital to informing action to create workplace that values equality and respect.

To go in the draw to win a FREE box of fruit from Fruit and Vegetables from Berengarra school social enterprise, please email: emwn@monash.vic.gov.au.

Click done below.